



# COUNTY OF GLENN PERSONNEL DEPARTMENT

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## GLENN COUNTY MID-MANAGERS' ASSOCIATION

### EMPLOYEE SUMMARY OF BENEFITS\*

<b>HOLIDAYS:</b>	12 paid holidays per year. An employee must be employed the last working day before and the first working day after the holiday in order to receive holiday compensation. Employees on leave without pay shall not accrue holiday benefits.
<b>VACATION:</b>	88 hours (approximately 11 working days) per year during the first two years of service; 128 hours (approximately 16 working days) per year during years 3 through 12; 168 hours (approximately 21 working days) per year during years 13 through 20; 208 hours (approximately 26 working days) per year after 20 full years of service.
<b>SICK LEAVE:</b>	96 hours (approximately twelve working days) per year of paid sick leave.
<b>LONGEVITY:</b>	Service is based on employment with Glenn County. The County shall provide a longevity differential above the employee's base rate of pay for those employees represented by this unit as follows: after 12 full years of service 5% and after 20 full years of service 6%.
<b>BEREAVEMENT LEAVE:</b>	40 hours with pay for each instance for immediate family members. Immediate family includes spouse, children, step children, parents, stepparents, brothers, sisters, stepbrothers, stepsisters, grandparents, parents-in-law, stepparents-in-law, brothers-in-law, sisters-in-law, stepbrothers-in-law, stepsisters-in-law, grandparents-in-law or other person living in the employees' household.
<b>HEALTH PLAN:</b>	Glenn County contracts with PERS for medical insurance. The employee has a choice of three PERS medical insurance plans; 1 HMO and 2 PPOs. The County pays a portion of the medical insurance premium based on the carrier and amount of the total premium.
<b>VISION PLAN:</b>	The County pays the employee premium for a vision plan with VSP ( <i>Vision Service Plan</i> ). The employee may enroll dependents at the employee's expense.
<b>DENTAL PLAN:</b>	GCMMA employees are offered a choice of two voluntary dental insurance plans; <i>Healthdent 315</i> and <i>MetLife Dental</i> . The County pays a portion of the employee's premium; the remainder is paid through payroll deduction.
<b>DEFERRED COMPENSATION:</b>	The County offers three IRC § 457 voluntary Deferred Compensation Plans (tax deferred long-term savings plans): <i>Hartford, ING, and Nationwide</i> .
<b>SHORT TERM DISABILITY:</b>	The County provides Short Term Disability Insurance for regular employees. This program is underwritten by MetLife Insurance Company.
<b>LIFE INSURANCE:</b>	The County pays the premium on a \$50,000 <i>Group Term Life</i> Insurance policy for regular County employees. The employee pays the premium for supplemental life insurance.
<b>RETIREMENT:</b>	The County is in the <i>Public Employees' Retirement System (PERS)</i> which is coordinated with Social Security. The County pays the employer and the employee's contribution to PERS. Unused accrued sick leave can be converted to service credit at retirement.
<b>SUPPLEMENTAL RETIREMENT</b>	GCMMA employees participate in the <i>Laborers' International of North America (Industrial) Pension Fund</i> . The County pays the contributions for this benefit.
<b>PREMIUM PAY:</b>	Premium pay such as shift differential and working-out-of-class pay may be paid depending upon the employee's work assignment and class.
<b>CREDIT UNION:</b>	<i>Sierra Central Credit Union</i> offers checking with no service charge to County employees. Other benefits of credit union membership are low interest loans and systematic savings

\* Benefits are listed for full-time employees; certain benefits are pro-rated for part-time employees.  
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